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TEAMSTER CONVOY DISPATCH



VOICE OF THE TEAMSTER RANK AND FILE SINCE 1975

June/July 1994 #133

'The Members Won This One'

The Teamster General Executive Board (GEB) took historic action in the Teamster reform process on June 9: eliminating a layer of bureaucracy, the area conferences. "We've taken steps to prepare our union for the 21st century," Western Vice President Ken Mee told us.

The reform was made two months after Ron Carey proposed it, and after lengthy hearings and debate. Carey's motion passed on a 14-3 vote. The old guard officials who will lose a multiple salary and pension in this reform con-

tinue to fight it, including in court where they are seeking to block it. They claim it is political retaliation.

In his closing statement to the Board, Carey summed up the case for reform:

"Teamster members now spend \$15 million per year on the Area Conferences. Not counting organizers and clerical staff, the Conferences pay a total of 13 people to work full time on contract negotiations and enforcement. 5 in the West. 5 in the East. 3 in the Central. 0 in the South. 13 people, \$15 million."

"Most of the rest of the money is being spent to maintain an unelected, undemocratic administrative structure which pays extra salaries and pensions to a favored group of union officials."

"We told the membership in 1991 that we didn't believe in outrageous multiple salaries and pensions. We said we would do something about it if the members elected us. We now have an opportunity to carry through on that commitment."

"Some of the conference witnesses suggest that the abuses we have cited are

just aberrations that can be corrected. They are not. They are a direct and inevitable result of the undemocratic nature of the conference structure. When officials are not elected by the membership and not accountable to them, that inevitably leads to corruption and the kind of arrogance we have heard about."

While the elected GEB members have various views on how best to move forward on reform, a solid majority agreed with Carey on this direction, and voted accordingly. "The members won this one," Eastern VP Tom Gilmartin commented.

Transition teams from the International will be in place for each of the four conferences to develop a smooth conversion process, and assure continuity of various functions. VP Aaron Belk told us, "Now we need to put together a system that serves the members, taking the best from the old, in a new structure."

Old Guard Battles

The GEB considered the issue very

carefully. They allowed the old guard five long days to present their case, with some 60 witnesses on their side.

The old guard officials who have benefited from the conference structure have carried out a fierce fight to retain the layer of bureaucracy. And they no doubt will continue to try to disrupt union programs. It was this threat that they hoped would sway the elected board members. One of their spokesmen, Anthony Rumore of the Eastern Conference, summed it up by saying that if the elected officers didn't make a deal with the "power brokers" then there would be "warfare."

The board members, while concerned about those threats, felt they could not let blackmail dictate policy in our union. They voted for reform. Several board members are long-time TDU members.

TDU co-chair Dan Campbell, of Milwaukee Local 344, stated, "This is one of the major reforms that we elected them to carry out. And there is a lot more to do!"

Freight Contract Ratified

The National Master Freight Agreement passed by 81 percent. All supplements were also ratified. See page 3 for details.

JOIN TDU

If you share our vision for the future of our union, do your part and join today.

TDU MEMBERSHIP APPLICATION

Name _____ Local # _____

Address _____

City _____ State _____ Zip _____

Phone (____) _____ Company _____

☐ City ☐ Road ☐ Dock ☐ Clerical ☐ Warehouse ☐ Construction ☐ Production

☐ Other _____ Optional: Spouse's name _____

☐ \$35 one-year's membership & subscription to *Convoy Dispatch*.

☐ \$85 three-year membership fee. (\$10 shall be rebated to the local chapter.)

☐ \$20 for spouses, retirees and Teamsters who gross less than \$17,000 a year.

☐ Check or money order

☐ Mastercard/Visa # _____ Exp. date ____/____/____

Date _____ Signature _____

Return to: TDU, P.O. Box 10128, Detroit, Mich. 48210

TDU membership is kept confidential.

TDU solicits and accepts membership applications and donations only from Teamsters, and from individual retired Teamsters and spouses who are not employers.

What This Reform Will Do

- **Enhance Membership Control of Our Union.** The four area conference chairs are all people who were rejected by the members in the IBT rank and file vote. The area conferences have functioned as regional baronies, with an unelected leadership, whose principal goal is stifling reform.
- **Modernize Our Union Structure.** Our union has had a 1940's structure as we approach the 21st century, in the era of transnational corporations.
- **Save Membership Dues Money.** Nearly \$15 million a year in dues money will be saved. Over \$11 million will go to our local unions, and over \$3 million will go to International union programs.
- **Eliminate 62 Multiple Salaries paid to officials who already have other salaries.** This will save our union \$1.75 million per year.
- **Eliminate two large multiple pension plans, which pay a third pension to officials, BAs and staff in the West and South.** Savings of \$1 million per year from just one of them.
- **Promote Grievance Panel Reform by removing the bureaucracy that has stifled it.**

Teamsters for a Democratic Union
P.O. Box 10128
Detroit, Mich. 48210
(313) 842-2600

This paper is paid for and distributed by concerned Teamsters. We invite you to do your part—join TDU to help improve our union. See application form at left.

UNION SOLIDARITY

60th Anniversary

The 1934 Minnesota Teamsters Strike

Gillian Furst
Local 1145, Honeywell
Minneapolis

The 1934 Minneapolis Teamsters strike was a turning point for our union. The strike gave birth to the Teamsters as a major union, spurring over-the-road organizing across the midwest, and setting in motion major organizing drives in other industries throughout the region.

The strike is significant for our union both as a historical event that proved a turning point for Teamsters and labor in general. It is also a textbook example of how to conduct a strike and win.

The underpinning of the strike was its democratic character. At each critical stage in the strike, the members were called together to vote. The union created an elected committee of the union's leading activists. This committee met frequently with the strike leaders and acted as a sounding board to ensure that the leadership and members were in close touch with each

other. Key decisions during the strike were approved by the committee. This was the first strike to have a daily strike newspaper, the *Organizer*. The daily newspapers in the Twin Cities were not a source for honest and factual information. The *Organizer* helped keep the strikers and their families informed and inspired.

The strike involved the whole family. Many women were involved in the strike and were very active on the picket line. The union rented a building which was a gathering place for the strikers. Mechanics at the building would maintain cars that were used for the mobile "flying pickets," ready at a moments' notice to picket any vehicle attempting to move freight. A commissary fed the strikers and their families on a daily basis. Much of the food was supplied by friendly grocers and farmers. A clinic staffed by nurses and a doctor was set up at the headquarters to care for strikers injured during clashes on the picket line.

The strike was militant. Tens of thousands of workers and their supporters marched in the streets of Minneapolis. Two strikers were murdered by police on Bloody Friday, July 20, 1934 and many others were wounded. The National Guard was called out. Just as today, the employers went to the courts and obtained injunctions to

limit picketing. "We papered the wall with injunctions," recalled Harry DeBoer, a leader of the strike who died in 1992.

The union encouraged the active support of the unemployed in the picketing and demonstrations. This made it harder for the employers to use the unemployed as strikebreakers. After the strike ended, the local set up a section for the unemployed which won improved government benefits.

First Area-Wide Contract

When the strike ended in August, the local had won, gaining union recognition and a first contract with improved wages and working conditions. Following the strike, Farrell Dobbs and other strike leaders went on to launch organizing drives throughout the Midwest, bringing thousands of over-the-road drivers and dock workers into the union under the first area-wide contract.

While much has changed since the 1934 events, the same democratic fighting spirit is alive and well today. We see it in the election of Ron Carey and other New Teamster leaders, and in the new tactics and struggles we are engaged in. It is no coincidence that Jack Maloney, the last surviving leader of the 1934 strike is a TDU supporter today.

Picnic to Commemorate Strike

Teamsters and their families will join trade unionists from across Minnesota and beyond to commemorate the 60th anniversary of one of the most important events in American labor history: the 1934 Minneapolis Teamster strike.

The anniversary event will be held Sunday, July 17 from noon to 4 p.m. in Minnehaha Park at the Wabun picnic area, Minneapolis. We encourage you to attend and bring your family. There will be a program of speeches and a picnic with food and drink, and a variety of children's games and rides. For more information, call (612)822-0317.

The event has been widely endorsed. Among the sponsors are the IBT General Executive Board, Teamster Joint Council 32, the Minneapolis Central Labor Union and the St. Paul

Trades and Labor Assembly. Many other labor unions and groups are endorsing and participating in the program including the Minnesota chapter of TDU. The Meeting the Challenge Committee, a local group of labor activists, was an original initiator of the event.

If your local would like to endorse the event and there is still time, please do so. Many locals are contributing \$50 or \$100 to help cover the major costs of this program. Admission is \$3 per person, \$5 per couple, children free.

TDU International Steering Committee

Co-Chairs:

Dan Campbell, Milwaukee Local 344
Joe Fahey, Watsonville, Calif., Local 912
Diana Kilmury, Vancouver, B.C., Local 155
Michael Savvoir, Kansas City, Mo., Local 41

Organizer:

Ken Paff, Detroit

Trustees:

Frieda Burgan, Phoenix Local 104
Debra McBride, Charlotte, N.C., Local 71
Gordy Teller, Seattle Local 741

Members:

Bilal Chaka, Long Beach, Calif., Local 692
Chuck Crawley, Houston Local 988
Patricia Franks, Allentown, Pa., Local 773
Gillian Furst, Minneapolis Local 1145
Tom Rose, Cleveland Local 507
Michael Ruscigno, New York Local 138
Sally Smith, Los Angeles Local 896

Alternates:

Don Riccio, Reading, Pa., Local 429
James Jacob, New Bedford, Mass., Local 251
Mike Hadden, St. Louis Local 604

National Mobilization for Staley Workers

The 760 workers of UPIU/AIW Local 7837 have been locked out of their jobs by the A.E. Staley Company since June 27th, 1993. This lockout is one of the meanest and longest assaults in corporate America's war against U.S. workers.

On June 25th, the one year anniversary of the lockout, Local 7837 invites you to join them, the brothers and sisters of the Caterpillar struggle and thousands of other unionists and friends of labor for demonstrations and direct actions at the Staley plant and corporate headquarters.

The specific activities at the plant are still being planned. But we can tell you this: when thousands of workers descend on Decatur it will send shock waves around the boardrooms of corporate America.

On the one year anniversary of the Staley lockout, let the power of labor come down on Staley. The march and demonstration will start at the UAW Local 751 hall in Decatur and proceed to the Staley plant one mile away. If you want to attend or get more information call Local 7837 at (217)876-7006.

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How to Contact TDU

We want to hear from you. Contact us at the address below for more information about TDU, or to send us articles or letters concerning Teamster-related issues.

National Office: P.O. Box 10128, Detroit, Mich., 48210. (313) 842-2600.

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Who We Are

CONVOY DISPATCH is the voice of Teamsters for a Democratic Union. We are the united rank and file movement to reform the Teamsters, created out of the merger of PROD and TDU.

We are truck drivers, dock workers, production workers—every kind of Teamster, and spouses, too.

We are a grassroots organization with chapters from coast to coast in the USA and Canada. We believe in returning this union to the membership and we are doing it. We are a democratic organization in which every member has a voice and vote. Our 15-member International Steering Committee was elected in October 1993 for one year. Our Rank & File Convention had nearly 500 representatives present.

We are proud Teamsters standing up for our rights. TDU invites all Teamsters interested in defending our contracts and reforming our union to join us. We do reserve the right to exclude those who are opposed to TDU and its principles.

Rank & File Bill of Rights

I. DEMOCRATIC BY-LAWS. All business agents and stewards should be elected. Vacancies in office should be filled by special election within three months. Local union committees should be elected. Contract and strike votes should be by majority (not two-thirds). All contracts should provide for elected officers retaining company seniority.

II. DIRECT ELECTION OF OFFICERS. General President and all International officers should be elected by the membership. International VPs elected by regions. An end to trusteeships and split-off locals.

III. A FAIR GRIEVANCE PROCEDURE. Innocent until proven guilty, right to remain on the job until final procedure completed. Grievance procedure should include right to a speedy trial, arbitration by peers, and the right to strike if necessary.

IV. PRESERVATION OF WORKING CONDITIONS. The union's purpose is to expand and preserve what we have, not trade it away for anything less. People come first, not productivity.

V. SAFETY AND HEALTH. We have the right to enter the workplace without fear for our health and leave in the same condition we arrive. Teamsters should have the right, backed up by our union, to refuse unsafe work or hazardous conditions. We are not machinery.

VI. EIGHT-HOUR DAY AND FIVE-DAY WEEK. Forced overtime and unfair dispatch rules destroy our family life and cost us jobs. No mandatory overtime, "flexible" work weeks, or 70-hour slavery. We are for the advent of the four-day work week. We work to live, not live to work!

VII. A DECENT PENSION. Every dollar in the pension funds belongs to us. We are entitled to 25-and-out, cost of living on pensions, and union pension trustees elected by the rank and file and retirees to safeguard our money.

VIII. JUST SALARIES FOR OFFICERS. A union officer can't understand the problems of members who make less than half what he makes. No officer should make more than the highest paid working members in his jurisdiction. No multiple salaries from union, company, or government sources, or special fringes and pensions. Salary increases limited to the average increase for membership, and subject to membership approval.

IX. EQUALITY AMONG TEAMSTERS. Bring all wage levels up to the highest standards, not a lot for the few and little for the many. Fight the hardest for the lowest paid.

X. END TO DISCRIMINATION. Employers have used the differences in age, race and sex to divide us for decades. We oppose these injustices and divisions. Support affirmative action to correct past injustices. Employers should bear the cost of their past discrimination, not the members.

FREIGHT NEWS

Freight Contract Ratified

Freight Teamsters have ratified the new National Master Freight Agreement (NMFA) by a four to one margin. Everyone except some old guard officials expected the agreement to pass, but the overwhelming margin of 81 percent was surprising. All 29 regional supplements were ratified, most by slightly smaller margins. Freight members had the right to vote separately on their own supplements for the first time ever.

The contract vote was 64,945 Yes; 18,427 No. Over 140,000 Teamsters were eligible to vote, including freight Teamsters on lay-off but with recall rights.

Even in many of the locals where the leadership campaigned hard for a No vote, the contract passed easily. For example, North Carolina Local 391, where R.V. Durham worked hard against it, voted 68% Yes.

By this vote, members seemed to agree with the appraisal that the agreement reflected what our strength and solidarity could win, and that further striking was not in our best interest. The TMI employers had endured a very costly 24-day strike before we wrung the compromise settlement out of them, and were not going to grant more without another strike.

Grievance Reform Pays Off In Central Pennsylvania

\$13,222.67. That's how much A-P-A Transport had to cough up in back pay, health and welfare contributions and back pension payments because of violating the contractual rights of Patrick McGinley.

Patrick McGinley filed a grievance because A-P-A "failed to process a casual (himself) to the Preferential Casual List" and demanded to be put onto the seniority list in his proper place and be paid for all runarounds from the day he properly should have been put on the list.

He won. Jim Cox, Local 771 president, presented and argued the case before the Central Pennsylvania Freight Grievance Panel. "In the old days we never would have gotten a back-pay award. We always either lost or they copped a deal far short of back pay," said one BA.

Several months ago General President Ron Carey intervened, removing Ken Stocker (Local 430) and replacing him with Tom Griffith (Local 776 president) as chair of the Central Pennsylvania Freight Panel. Since then things have been different.

Grievance panel members are no longer looking for the cheap deal. They are trying to assure justice for the aggrieved members. "When Jim Cox came on board he started calling union caucuses. At first, the company lawyers laughed at him. Now they are calling company caucuses themselves," said another BA. "They work."

At the same time, many freight Teamsters are not satisfied with the contract, and rightly so. We cannot be satisfied with the level of our bargaining power in the freight industry. And we have to do something about it.

We defeated the part-time issue, we stopped the big concessions, and we compromised on other issues. Every Teamster can take pride that it was our solidarity that stopped the employers, even with old guard officials working with the employers to undercut us.

Employers continue to predict the death of the union. In the June 6 *Transport Topics*, one employer was quoted as saying, "I see the demise of the unionized LTL carriers and much more aggressiveness by the regional nonunion carriers." These are the exact same people who predicted they would bust our contract; they failed.

Time to Build Our Union

Now is the time to become more involved in our union. We need to take the solidarity of the strike forward into organizing and building this union. That includes pushing forward on long-awaited reforms in the grievance procedure. It means electing more reform leaders to local union office. And most of all it means developing a

plan to organize in freight.

Our goal over the next four years must be to shift the balance of forces and strengthen our bargaining power.

The stakes are high. Those are the lessons we need to take out of this strike.

See page 4 for contract vote counts by local.

Freight Lines

Preston Teamsters Sacrifice, But Not Suggs.

While Teamster members at Preston and their families have sacrificed 9 percent of their wages to save the financially strapped carrier, Preston president Leo Suggs apparently did not include himself among the associates who had to sacrifice. On March 2, 1993, Leo Suggs wrote to all Preston employees that the wage reductions were necessary for Preston to survive. That same year, Suggs bagged relocation payments totaling \$113,326 from Preston. Suggs also received a \$480,000 interest-free relocation loan on May 3, 1993. His 1993 salary totaled over \$240,000, a \$75,000 increase over 1992.

Conrail Workers Strike Over Safety.

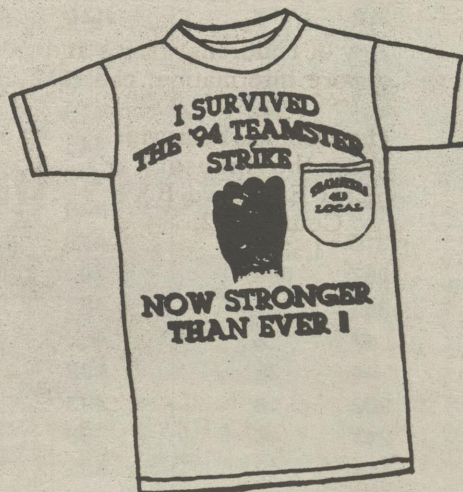
Ever wonder what happens to railroad workers when freight carriers place more freight on the rails than the system can handle? On May 20 3,500 members of the Brotherhood of Maintenance of Way Employees (BWME) struck Conrail. The strike was prompted by two deaths and two other serious injuries in three accidents involving men getting struck by trains while working. U.S. District Judge Franklin Van Antwerpen ordered the union back to work 13 hours after the walkout began. The Railway Labor Act allows courts and lawmakers to intervene in rail strikes and strip the union of its right to strike and bargaining power. BWME officials called for the repeal of the outdated law and vowed to strike again if the safety conditions are not improved.

Teamster Solidarity Prevented This.

Members of the Union of Transportation Employees recently approved a new three-year agreement with regional LTL carrier Merchants Fast Motor Line of Texas. Under the new contract, Merchants will be allowed to use part-time employees on the dock and as city drivers for up to 30 percent of the total hours worked at each terminal. How could members at a unionized carrier accept this kind of contract? The company reported it is proud that its docile union has never struck, and they must be even happier that their union lacks the solidarity to stand up for good full-time jobs.

Commemorative Strike T-Shirt

Remember the 24-day Teamster strike with something special for the whole family!



The April Teamster strike against the TMI employers inspired this T-shirt and hat, designed by a Columbus, Ohio, TDU member at CF and his wife.

Children's sizes also available in T-shirts without pockets for the same price.

All items made in the U.S.

Shirt w/o pocket S-M-L-XL \$9; XXL-XXXL \$10

Shirt w/pocket S-M-L-XL \$11.50; XXL-XXXL \$12.50

Shirt w/pocket & local # S-M-L-XL \$12.50; XXL-XXXL \$13.50

Hats \$13

Please make check or money order payable to Dennis Anderson, and mail to MVOLN, P.O. Box 328873, Columbus, Ohio 43232. Be sure to include full address with order.



Local 771 president Jim Cox and Pat McGinley with check for back pay.

Grievance Panel Reform Key to Improving Conditions in Carhaul

George Beam
Local 651 steward, NuCar Carriers
Georgetown, Ky.

Comments are often heard about how much fun hauling cars used to be and that we made more money 15 to 20 years ago. This can be translated into working conditions, and a lot has been lost. There was a time when carhaul was a daylight only job, and drivers set their own hours as long as the loads got delivered. Drivers worked five days a week and received premium pay on weekends. There was such a thing as job security, and a day's work was rewarded with a day's pay.

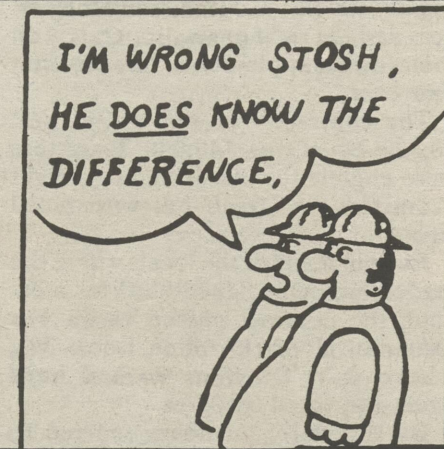
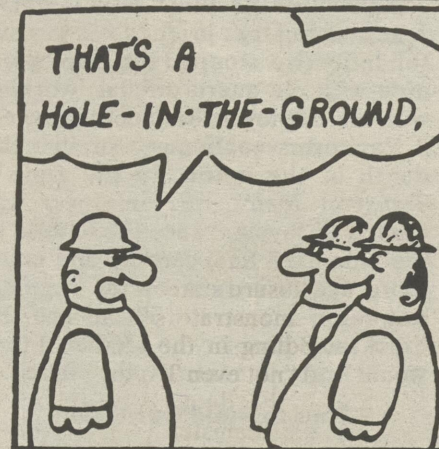
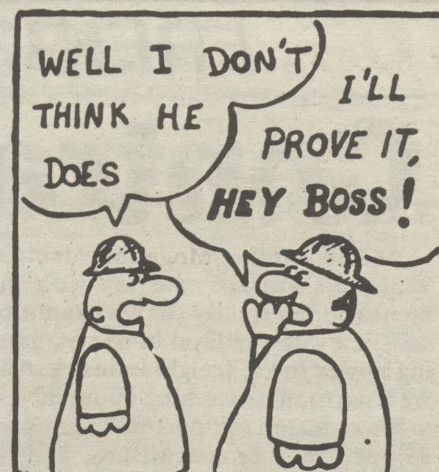
Reading the decisions of the last Central-Southern panel, it was obvious that someone on the union side forgot where his pay comes from. There were no cases of back pay being given, and working conditions were being constantly downgraded. No longer is Sunday a day off. According to the panel, the load has to be at the dealer first thing on Monday morning. The companies complain about the cost of damages but give the auto dealers a blank check on subject-to-inspection

loads dropped at night with no signatures from the dealership. Has anyone figured out who is responsible if one of these cars is stolen?

Grievance panel reform is the answer to protecting our working conditions. Is it possible to change the panels? You bet! General President Ron Carey has started the process by revoking of the charters of the four area conferences. Many of the old guard officials responsible for sweetheart deals will no longer be around.

What can we do? We can be supportive of reform and get involved in the process. Who knows better than we the companies' tricks and how the changing of working condition affect us. We need to let Carey and our officers know what we expect, and help those on the panels win good grievances and preserve safe working conditions.

We need to ready ourselves for the upcoming contract negotiations by joining TDU and attending the TDU Convention in Chicago Oct. 28-30. The workshops and the carhaul jurisdictional meeting are both educational and fun. I'll be there. I hope you will.



National Master Freight Vote by Local

Listed here are the NMFA master contract ratification vote by local union. For space reasons locals with fewer than 50 votes cast are omitted, as are the votes on the various supplements.

LOCAL	YES	NO	LOCAL	YES	NO	LOCAL	YES	NO	LOCAL	YES	NO	LOCAL	YES	NO
2	69	4	170	185	67	377	169	19	528	381	20	688	114	2
5	72	0	171	132	11	384	95	11	533	143	28	690	134	11
7	200	20	174	77	3	385	345	11	538	66	14	692	235	76
17	848	69	175	94	9	386	49	3	542	174	14	693	90	6
20	742	100	182	51	24	390	416	32	544	323	76	695	247	10
24	941	162	186	60	5	391	763	359	549	132	21	696	76	5
25	806	93	190	101	12	397	70	7	554	939	75	701	119	144
26	130	10	191	63	45	401	76	13	563	140	8	707	999	588
28	469	27	200	1,177	120	402	110	9	557	482	107	710	836	235
29	154	14	208	514	168	404	291	120	560	434	479	722	267	135
30	48	10	215	196	19	406	578	200	568	128	5	728	1,768	160
40	78	7	217	76	3	407	820	374	574	123	6	741	388	129
41	1,340	314	222	847	123	413	1,098	462	577	59	1	745	3,087	106
50	83	15	223	36	2	414	341	281	579	43	10	749	95	15
61	608	164	229	1,046	242	421	85	9	580	68	27	763	71	7
63	1,639	423	238	174	7	429	188	25	592	203	7	764	136	7
70	278	368	245	392	73	430	678	132	597	127	16	771	916	85
71	1,110	127	249	254	82	431	93	10	600	1,308	412	773	172	25
75	227	31	251	216	96	439	162	42	612	223	3	776	1,755	561
79	199	73	261	151	49	443	145	84	614	155	66	795	143	33
81	666	148	270	134	2	445	93	29	617	219	88	807	337	112
85	228	134	279	59	11	449	129	19	624	31	33	822	110	6
89	323	41	287	116	95	470	246	38	627	101	25	823	313	13
92	164	58	294	319	22	478	117	105	631	115	18	833	55	1
100	956	202	299	887	698	480	1,240	416	633	161	5	856	67	17
104	739	121	307	364	37	483	152	8	637	58	1	878	730	21
107	606	225	312	47	6	486	122	41	639	133	54	886	626	30
110	111	1	315	44	39	492	869	36	641	476	513	891	629	19
116	92	4	317	202	16	493	77	9	649	60	7	908	65	4
118	191	11	325	243	46	495	46	7	651	155	7	916	503	35
120	1,329	135	326	114	19	505	50	3	653	134	68	952	226	38
124	88	38	330	126	34	506	49	18	654	20	3	957	628	96
135	988	973	332	86	67	509	126	8	657	444	6	961	859	195
137	55	6	340	193	29	512	279	20	662	163	11	962	65	9
147	279	13	364	278	92	515	167	8	667	1,495	143	964	54	39
150	434	170	371	519	58	519	253	53	671	240	85	988	551	107
164	104	42	373	49	5	523	136	6	676	86	24	991	140	11
			375	683	92	526	69	11	677	145	50	992	264	18

TDU, LOCAL UNION NEWS

Support Carey's Move to Abolish Conferences

Members Take Message to 'Dinosaurs'

Erik Jensen
Local 320 steward
University of Minnesota
Minneapolis

On May 16th, 30 rank and file Teamsters from locals in Minnesota staged a demonstration/picket outside the Central Conference convention that was held at the Radisson Hotel in a suburb of Minneapolis. Carrying signs that said "Fat Cats Out of our Union Now!" "No More Dues for Dinosaurs" and "We Support our Elected General President Ron Carey, and You Should Too," members turned out on last-minute notice to rally to defend and support Carey's abolition of the regional conferences.

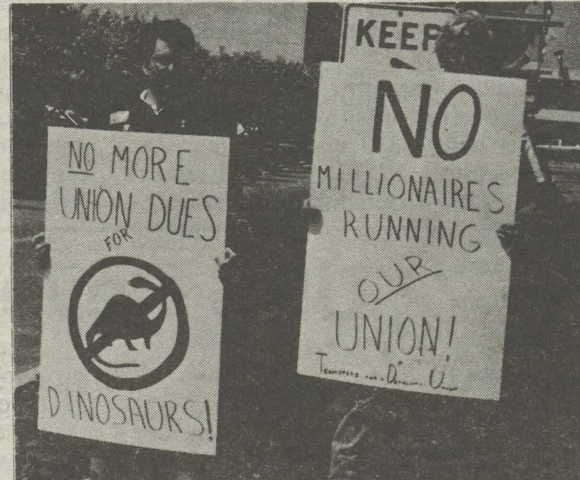
Rank and filers from various Minnesota Teamster locals reported that no mention of the convention was made at the previous week's local union meetings. They clearly did not want rank and filers to know about it. In my own Local 320, Jack Mogelson, the spokesman for Teamsters First (the overpaid officials first, working Teamsters last movement) said that Carey was trying to "dismantle" an institution that was important for delivering services to the membership.

Curiously, Brother Mogelson made no mention of the upcoming convention to the membership, nor did he mention the extra salary and political power he is going to lose (he is the president of the Central Conference's political action committee) under Carey's plan to abolish the conferences.

During our demonstration, several delegates and guests (i.e., old guard-appointed business agents) not only drove through our picket line, flipping us the bird, but also came out to argue with us and intimidate us. At one point, even Central Conference Chairman William Hogan came out and joined the fray. The officers, some of whom sported "TDU Sucks" stickers, made a number of absurd statements. They accused us demonstrators of being "outsiders meddling in the affairs of our union" and "not even Teamsters," even though all the demonstrators were rank and file Teamsters (one had been a Teamster for 44 years!), save one autoworker from the UAW New Directions Movement (a group similar to TDU). When it was pointed out that the old guard had hired people such as

Walter Shea, to the tune of over half a million dollars a year, who had never worked a day in his life as a rank and file Teamster, the subject was quickly dropped. Next they accused Carey of "bankrupting the union" and other nonsensical garbage, such as "losing 400,000 members since he took over this union." At the conclusion of the demonstration, the rank and filers marched up to the entrance of the hotel, but were denied access. We marched away, chanting "Carey, Carey, Carey."

The action was not only successful in ruffling the feathers of the old guard in the Central Conference, it also succeeded in publicizing our point of view concerning the conferences to the local media. TDUer Doug McGilp, a member of Teamsters Local 1145, was quoted in the St. Paul *Pioneer Press* blasting conference officials and their motives. "They're all fighting to keep up their wages and pensions by block-



ing Carey's reforms," he said. TDUer and Ethical Practices Commission member Gillian Furst debated Hogan that evening on local public television, where she blew him out of the water. It was a great conclusion to an excellent TDU action.

SDMI Workers Win Jobs, Backpay Fight Continues

Three of four SDMI (Safeway) warehouse Teamsters in Tracy, Calif., won their jobs back, a year after being fired, when an arbitrator ruled that Jerry Freihammer, Ed Speckman, and Sam Rosas "shall be returned to work forthwith with no loss of seniority ... but without backpay." Charles Daniels' discharge was upheld because of alleged insubordination not proven against the other three.

The NLRB retains jurisdiction over the case because the grievants secured vital evidence that the employer's anti-union bias was behind the decision to fire the grievants. Now the NLRB will be asked to award back pay.

The partial victory against the world's largest grocery distribution

center came about because the grievants refused to give up. Their determination won the support of Bay Area reform officers and rank and file Teamsters who used their strength to prevent the case from dying at a panel or being mishandled at the arbitration.

East Bay TDU supported the grievants, obtaining free legal counsel and assigning rank and file organizers Bob Blanchet (Local 287) and Bob Gunner (Local 853) to rally shopfloor support and buttress the defense efforts.

The grievants have joined the fight for a reform movement on the job and in Local 439. They're telling folks of the necessity for organized action if the ordinary member is to have full union rights and job protections.



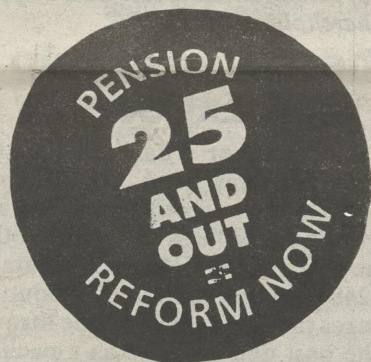
Carhaulers: We Need You

Mike Hadden
Local 604, Cassens
St. Louis, Mo.

I challenge all my brother carhaulers at Allied Systems to Auto Haulaway, from Cassens Transport to the Commercial Carriers conglomerate, from Jack Cooper and Leaseaway to E&L, and to my West Coast brothers at Hadley and PMT— it's time to get involved. In less than a year (May 21, 1995) our contract will expire. We need to be getting prepared now. There are many issues that need to be addressed: night deliveries, flex work weeks, part-time casual call-in drivers, pooling equipment, changing established work rules. How about the grievance panels?

Brothers and sisters, this is a monumental time in Teamster history. Our elected General President, Ron Carey, is now making his most bold and courageous move of dismantling the outdated and wasteful area conferences.

So get aboard the reform train. The ticket only costs \$35 for a year's ride and we won't stop until we reach our destination, which is a clean and fully democratic union.



New England Pension Reform Now

Members of the Eastern Mass./R.I. chapter of TDU continue to put pressure on Ernie Tusino and the other union trustees of the New England Pension Fund. The chapter has produced buttons declaring "25-and-out, Pension Reform Now." While rumors of increases are everywhere, actual announcements of pension improvements by the fund trustees are still nowhere to be seen. The pressure is working; let's keep building it. Wear the buttons to work, at the union hall and anywhere Teamsters gather to get the message out, Pension Reform Now!

Send orders to: E. Mass./R.I. chapter TDU, P.O. Box 206, West Bridgewater, Mass. 02379. Costs: 50 cents each; 40 cents each for 50 or more. Make checks payable to E. Mass./R.I. TDU.

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UNITED PARCEL SERVICE

UPS Record Profits: \$810 Million

1993 was a very, very good year for UPS and especially its top owner-managers.

Revenues were up 7.7% to \$17.8 billion, and net profits (after taxes) were up to a hefty \$810 million. This is a phenomenal 57% increase over recorded net profits for 1992, but once

the effects of a one-time-only accounting charge in 1992 are taken into account, the comparable increase in net profits is 5.8%, still not bad at all.

The operating ratio (of operating expenses to revenues — the lower the percentage compared to 100%, the better) fell from 92.3 to 91.8. This operating

ratio leaves the Big Four LTL trucking companies in the dust, and would be heaven for any other big transportation company.

International Losses

These total figures were achieved while the company continued to lose a bundle on its international (non-U.S.) operations: \$267 million in 1993 (down from a \$276 million loss in 1992). UPS has poured a phenomenal amount of money into becoming a world-wide delivery service and never made a penny of profit from it. The plan, of course, is for it to pay off big-time at some point. In fact, the company's annual report foresees "an operating profit from our international air operations beginning this fall (1994)." Apparently they are not expecting their foreign ground operations to turn a profit for some time.

It is important to understand that this far-flung international expansion has been financed entirely from the profits of the domestic operation. Profits generated by UPS workers in the United States are making it possible for UPS owner-managers someday, when and if foreign operations become profitable, to reap incredible financial rewards. That payoff will go entirely to UPS management. In fact, not only will we receive nothing, but our bargaining power will be compromised by the fact that UPS management will have an independent source of profits streaming to them. This points out the need for the IBT to continue to build links with UPS unions overseas.

As to the owners, they continue to do extremely well. The profit rate on equity — the fundamental measure of how well a company does — remained at 20.5%. Here, among the largest U.S. corporations, UPS is in a league of its own. Most corporations break out the

champagne if the rate of profit on equity makes it into even the lowest double digits. For UPS it is just routine.

The relevant comparison is what you can earn on your savings in a bank. Those of us who "own" savings accounts or bank CDs have to be content with a return on our equity of three to four percent. How would you like to earn 20.5% interest on your savings? Owning the company and working for the company are as different as filet mignon and hamburger.

And how did the owner-managers do? (See chart below.) The top five increased their incomes (salaries plus bonuses) a hefty average of 11.2%, over double the increase the rank and file received. But, of course, this isn't where UPS owner-managers get the gravy. The real action is in gaining more stock in UPS. By this route all the inside (i.e., they work for UPS) board members have become multi-millionaires. The leader of the pack is Paul Oberkotter, whose shares are worth over \$72 million now. Oz Nelson's share of the wealth is now only a little over \$7 million. Can Oz catch up? Stay tuned!

Economic analysis by Frank Thompson, an economist at the University of Michigan. Sources: UPS Reports to Shareholders, SEC, ICC.

'The Tightest Ship ... UPS Exposé'

TDU member Charlie Kane has done what many of us would like to do — put down in writing our experiences working for "Big Brown." Brother Kane worked for UPS for 25 years. In his 248-page book, he talks about the changes the company has gone through in the past decades, life as a package car driver and the many co-workers he has worked with over the years. Order from TDU, \$8.95 per copy.

UPS Revenue

Billions

\$18.0

\$17.5

\$17.0

\$16.5

\$16.0

\$15.5

\$15.0

\$14.5

\$14.0

\$13.5

\$13.0

\$12.5

\$12.0

\$11.5

1989

1990

1991

1992

1993

1993 Compensation to Top UPS Officers

Salaries & Bonuses

Officer	Salary	Bonus	Total	% Increase
Kent "Oz" Nelson	\$634,000	\$141,815	\$775,815	9.3
John W. Alden	333,750	80,139	413,889	10.9
Edwin A. Jacoby	333,750	88,000	421,750	10.8
James P. Kelly	396,500	94,965	491,465	17.4
Donald W. Layden	365,000	85,160	450,160	9.2

Shares Owned & Value

Officer	Shares Owned	Value at @ \$20.75
Kent "Oz" Nelson	360,283	\$7,475,872
John W. Alden	118,043	2,449,392
Edwin A. Jacoby	232,568	4,825,786
John J. Kelly	112,829	2,341,201
James P. Kelly	152,888	3,172,426
Donald W. Layden	357,153	7,410,924
Paul Oberkotter	3,475,149	72,109,341

Additional members of the UPS board are not listed.

UPS Profits in the '90s

Millions

\$850

\$800

\$750

\$700

\$650

\$600

\$550

\$500

1990

1991

1992

1993

UPS Management Philosophy

Stress and the UPS Worker

Joe Fahey
Local 912 president
Watsonville, Calif.

Teamsters at UPS work as hard as anyone—harder than most people. Yet for every nine UPS Teamsters there is a management person. How does a frugal corporation like UPS justify this incredible expense?

UPS management exists mainly to push you to do better. Better at UPS usually means doing your job faster or doing more work in the same amount of time.

"Management by Commitment" is a system that UPS uses for its managers and supervisors. About once a week supervisors dress up and meet with their supervisors. They promise in writing to improve various aspects of their operation. The next week they go to another meeting to set new goals and to be held accountable for their previous commitment.

Supervisors are scared. Often they are more scared than the Teamsters they supervise. When they go into management they are reminded that they have no union contract to rely on for job security. Their jobs and their futures rely on their performance, which at UPS means continual improvement—"Better, Faster, Push, Don't make excuses!"

Built-In Limits

The problem with this system is that the notion of working faster and faster has built-in limits. Many who work for UPS feel these limits were reached long ago.

So what does a supervisor do when he or she has just promised to improve production on a four-hour sort? If they can't do it by managing better they often cheat: by doing work themselves, by getting new workers to come in early, by sending Teamsters home early and having supervisors finish the sort.

Santa Fe, N.M.

UPS Stress Claims Victim

About 50 UPS employees held an informal, angry wake near the Valdes, N.M., Center last month in honor of a co-worker they said was pushed to suicide by job stress. Mark A. Casados, 46, a TDU member and driver for UPS in Santa Fe, N.M., for 22 years, hanged himself on May 18.

Employees who gathered to remember Casados said he had received a letter several weeks ago criticizing his work performance. He had been put on administrative leave for the past two weeks at his own request. "It was because he couldn't handle the stress," one employee said.

UPS driver Mike Chavez said he talked to Casados recently about his work and Casados said, "They're giving me a hard time." Chavez and other drivers described harried, stressful working conditions ... under supervisors who tolerated no mistakes.

"I've worked here for 10 years, and I hardly make it through each week,"

Supervisors and managers have even been known to change time cards.

In order to cover themselves, supervisors make the UPS philosophy look like it is working on paper. Then they are responsible for maintaining this false level of productivity. In short, the UPS demand of continual productivity increases is impossible to continue without cheating.

If we applied this philosophy to world class track and field athletes, with UPS managers as coaches, UPS would have fired a lot of the coaches by now since no runner has broken the three-minute mile. After all, it's been 30 years since the four-minute mile was broken.

The 'Least Best' System

A good example of the relentless push expected of UPS supervisors is the system known as least best. For example, suppose a manager has Teamster drivers who are scared and disunited with a weak local union, so they work off the clock, work through personal time (lunches and breaks), run, exceed speed limits, don't request help on overweights and take shortcuts. The result is this group of drivers exceeds the UPS standard (known as "beating the route") by a whopping two and a half hours a day. Is that cause for these supervisors to kick back? No way. UPS doesn't believe in good enough. If one driver is only beating his or her route by two hours, that driver is "least best" and gets pushed to do better.

It's sad to think of all these UPS supervisors and managers pushing themselves to live up to expectations that will never be satisfactory. It's sadder still to think of our union brothers and sisters who internalize the UPS philosophy, stress themselves out, get injured, burn out early, and undermine the union and working conditions in

said Richard DeAquero, a UPS driver. "There is no morale."

Black Armbands Not Allowed

While UPS spokesmen refused to admit that the suicide was job related, Casados' co-workers expressed no such doubts. They also said they tried to wear black arm bands on their uniforms in Casados' memory but were told by management to remove them.

UPS driver Tom Minor related an incident more than a month ago that he implied was an eerie prediction of what happened to their fellow worker. "Five weeks ago, one of our supervisors got us all together and told us if we didn't do the job right, he guaranteed us one of us would lose our job," he said. "He was right — one of us did."

Mark will be missed by his friends, his co-workers and his union. His passing is a reminder of what we are all about: justice and humane conditions for all who work for a living.

the process.

Some of the things I suggest in orientation to new Teamsters at UPS are:

Relax. You are doing a good job. You are a good worker or UPS wouldn't have hired you. The people you work with are good workers, too—remind each other of this, because UPS won't. Do your job correctly and well. If you are given more work you may fall behind and need more time.

It is management's job to organize the work; it's your job to do it. It's not your job to make an unmanageable situation appear to be working.

Remember: UPS philosophy is not realistic. Don't make it your philosophy.

Don't take it personally. A supervisor will not solve your problems. They can't. The problem is not your supervisor's personality, it's the UPS system that all supervisors are sworn to implement. A new supervisor won't fix most problems.

Make UPS accountable. As a UPS

worker you must be consistent in your work pace, even when UPS tries to get you to do more in the same amount of time. If this means having to work longer, maintain your normal pace and let UPS deal with the problem. File grievances over supervisors working, and get payment.

Think. You may have to live with UPS, but you don't have to accept their philosophy or the stress it causes. As a human being using your flexible human intelligence you can be successful in dealing with the very rigid brown machine, especially when you know your rights under the contract and are educating and uniting with you co-workers.

Joe Fahey will conduct a class on UPS's management philosophy at the TDU Rank & File Convention, Oct. 28-30 at the Pheasant Run Resort and Convention Center in St. Charles, Ill. (outside of Chicago). Watch Convoy Dispatch for more information, or contact TDU.

UPS & Downs

Only Benign HazMat Here.

When UPS called its PCM to make excuses for being fined \$3 million for inadequate handling of hazardous materials they claimed that "Less than three-tenths of one percent of UPS's daily volume is hazardous material—most of those shipments are common household items—paint and cleaning solvents." But reviewing Hazmat labels from one small Midwestern center reveals a far more ominous situation. These stickers include: potassium hydroxide solution (corrosive), primers, cap type (explosive 1.4B), methyl ethyl ketone (flammable liquid), isopropyl alcohol (flammable liquid), hydrochloric acid (corrosive), smokeless powder for small arms (flammable solid), compressed gas—hexane (flammable gas) and many more too numerous to mention. Take care. If you encounter a package that is leaking, smoking or otherwise irritating: 1. don't touch it; 2. leave the area; and 3. tell management. But most of all don't be bullied by management into taking unnecessary risks. When in doubt, call 911.

Bonus Bites The Dust In Wisconsin.

Drivers in two Wisconsin UPS centers have given the bonus plan the boot. By a large majority, drivers in Eau Claire led by steward Bill Carroll said no to the company carrot and stick plan.

Meanwhile, in La Crosse the drivers rejected the bonus plan only to have management raise an objection over procedural matters at the JAC. The final decision on the matter has come down and the drivers should have the will of the majority honored shortly. Local 344 produced its own bonus information brochure for the drivers to help educate members on the pitfalls of the anti-union plan.

Problems on the Foreign Front ...

"Worker strife has extended overseas where UPS has lost over \$1 billion in recent years. In Spain, drivers waged a costly one-month strike over the company's working conditions, and in France, several top executives bailed out of a local shipping company shortly after it was acquired by UPS. Cultural clashes also occur; UPS's ban on beards, for instance, has roiled workers in Germany and in Spain." (*Wall Street Journal*, May 23, 1994.)

Teamsters who know UPS drivers overseas are encouraged to contact TDU so that these foreign drivers may correspond with U.S. drivers about UPS' working conditions.

And on the Home Front.

From the same issue of the *Wall Street Journal*: "Mr. Nelson (Oz) says the worker complaints don't reflect so much an increase in the workload as in the degree of difficulty of many jobs." Huh? Oz, maybe it's time for you to run a route or two and get your head screwed back on straight.

INSIDE OUR UNION

Reform to Save Millions

Conference Abuses Documented

In the testimony presented to the General Executive Board (GEB), much came out about how the area conferences have used your dues money. Here are just some of the information we obtained, from Ron Carey's reports and from testimony to the GEB.

Mike Riley Forgets His Salaries

Western Conference chair Mike Riley, who is losing a \$188,000 salary, testified under oath that he made about \$250,000. Unfortunately for Mike, we have the LM-2 forms he signed. Actually he made some \$298,000 in salaries last year. In addition, IBT investigators uncovered that Riley gets \$50,000 contributed to his multiple pensions plans each year, more than 10 times what is contributed on behalf of a UPS Teamster. Mike testified that "if you're looking for greed, you've got the wrong guy." Hmm.

Multiple Pensions: 'Nothing Illegal'

Jerry Cook, who is losing his multiple salary at the Southern Conference, testified about one of the extra pension plans the conference maintains for officials. He admitted that Don West (who ran on the R.V. Durham slate along with Cook) bagged \$700,000 in a lump sum from this plan alone. He stated about this plan: "Immoral? Maybe that is an individual's mind and opinion, but nothing illegal about it." He also stated that the plan is so generous that officials in other parts of

the country ask him "could we come join too?"

The Western Conference puts \$1 million a year into a special pension plan for officers and staff only. That's a sizable bite of the \$15 million the conferences spend each year.

Costly Kangaroos

The Central Conference paid \$135,173 last year to five officials, all as multiple salaries, to be in charge of the freight grievance panels. Les Singer received a third salary here, although his others already total \$140,000. Keep in mind that they would be very likely attending these anyway, and that most Teamsters do not find the freight Joint Area Committee to be a real positive experience.

Hogan Passes Riley In Millionaire Race

Central Conference chair Billy Hogan Jr., who inherited his union power from his father, and has his brother and son on the payroll to keep the dynasty rolling, delivered moving remarks to the GEB, and even spoke of his love for his grandchildren. It is not clear if these toddlers are yet lined up for big union salaries; they would be the fourth generation of Hogans on the payroll.

Hogan pulled down \$205,000 from his other two salaries in 1993, so with his new additional \$150,000 from the conference he was headed up over \$300,000 and set to pass Mike Riley as the highest paid union official. Now he will lose that conference salary with the

conference reform.

Members Demand More Golfing

Hogan testified (remember this is all under oath) that the members want to see the top officials such as himself having "fun." He stated, "I hate golf. I play golf. I'll go to a tournament or a resort." His explanation was that if officials are not at those resorts, then "the members will look at us like we're a bunch of idiots, because the members go on vacations."

Actually, Billy probably bumps into very few working Teamsters at those resorts where the conferences have held meetings and tournaments. As for members who are demanding that top Teamster officials take more golfing vacations ... we haven't run into those folks.

Multiple Salaries Soar

Between 1989 and 1993, Central Conference Policy Committee members' salaries rose over 400%, from \$120,000 to \$500,000. Total salaries to Central Conference division directors and employees doubled, from \$1.1 million to \$2.2 million.

Nice Christmas Presents

The Southern Conference has paid out over \$500,000 in bonuses in the past four years. These bonuses go not only to officials, but even to car dealers who sell them their Lincoln Town Cars, to

bank employees, and more. Conference generosity knows no bounds.

That generosity has benefited a restaurant which was partially owned by Southern Conference Chair Jerry Cook, the A Bar. Until recently, conference staff got lunches from that establishment, paid for by the conference.

Southern Conference officials agree with Hogan that they need to have a lot of fun. They held their meetings at golf resorts. IBT auditors showed that when Cook cancelled his golf game, the conference paid his \$270 cancellation fee.

Bang for the Buck Award

This goes to Sergio Ponce and the Southern Conference. Ponce received \$66,819 in salary and \$46,420 in allowances in 1993 to serve as a conference "organizer" in addition to serving as head of Local 920 in Beaumont, Texas.

During 316 days of 1993, he was paid \$130 per day as reimbursement for hotel and meals while on conference business. Conference records show that he was home or at his local union almost all of those days. Records also show he charged meals to the conference credit cards while collecting that per diem. Local 920 has a grand total of 132 members.

'The Liars Should Pay a Price With Their Own Credibility'

Pension, Contract Scares Proven Bogus

For the past two months, top officials of the Western Conference, backed by many local officers, have spent time and dues money to spread a scare that revoking the conference charter would endanger members' pensions. They even scared members into signing petitions entitled "Save Our Pensions."

At the hearing these same officials were forced to admit that there is no connection between ending the conferences and members' pensions. Western Conference pension chair Joe Ballew even admitted it under questioning from vice presidents. The lie was blown out of the water.

If your BA told you that eliminating the conference fat farms would sink your pension, that might get you to sign a petition. But when you learn that they deliberately lied to you, stoking up fears to gain support, shouldn't they be held accountable for their lies? The liars should pay a price with their own credibility.

Contract Scares Exposed

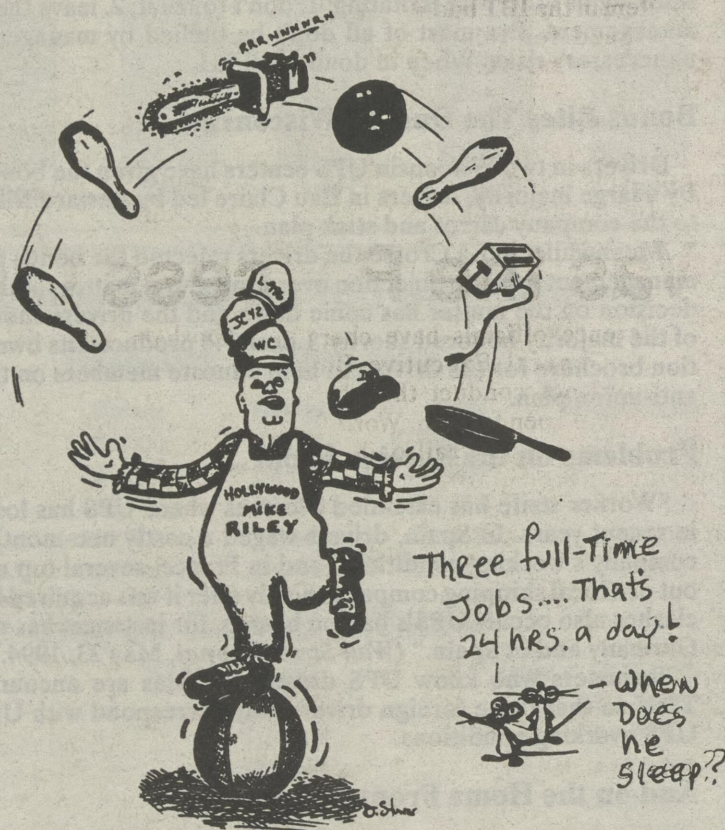
Also over the past two months, we've heard conference officials, their attorneys, and their followers claim that the

regional supplements to master contracts, especially UPS, would be abolished when the conferences are ended. Numerous witnesses such as Dan Darrow in the Central Conference and Jack Bookter in the West tried to defend this at the hearing.

Then Ron Carey simply produced a letter from UPS Executive Vice President James Kelly admitting that all regional supplements continue in effect, without the conferences.

In both cases, conference officials had to know better. They have attorneys. They know UPS does not want an open-contract situation, where the union would be free to call strikes. They know the conferences are agents for the locals in those supplements. They know the pension fund will continue exactly as now.

They lied to the members, and spent members' money to spread the lies. Worse yet, they tried to draw the employers into it, encouraging employers to come forward to challenge the validity of our signed contracts. And we are not surprised to find employers willing to cooperate with the old guard in doing that.



Mike Riley, secretary-treasurer of Local 986, president of Joint Council 42, and chair of the Western Conference Policy Committee, claimed in testimony that all three of his positions are full-time. "I'm 14, 15 hours a day, seven days a week." Don't worry, though, he was well compensated for all his work—to the tune of some \$298,000 in 1993. Not bad, Mike.

The Future of Our Union

'Lots of Room for Debate'

Ken Paff
TDU National Organizer
Detroit

The decision to revoke the charters of the area conferences has involved a fierce debate in our union. After all, 62 officials, including many "power brokers," have enjoyed multiple salaries paid by the conferences. But it also involves a serious discussion among reform Teamsters.

The old guard want to go backward, to the bad old days of multiple salaries and cozy relationships with employers. They have fought every step taken to build a strong, new Teamsters union. They fought against our Right to Vote. They scabbed on the UPS strike. At the last IBT Convention which they totally controlled, in 1986, they carried Jackie Presser in on a chair and said not one thing needs to be changed.

What major institution can survive without ever changing? The labor movement is no different. If we don't embrace change, we will continue to decline as a force, with tragic consequences for the future of our society.

This process involves discussion among reform-minded Teamsters. That's healthy; there is lots of room for debate.

Bill Urman, elected VP from the Central Conference and long-time TDU member, was one of three votes on the GEB against revoking the conference charters. While some may be in the old guard camp, Bill certainly is not. He's committed to reform and to providing leadership in charting a new direction for our union. And he is not alone among reform leaders.

TDU is an organization committed to transforming the Teamsters union into one that involves our members, that is moving forward, that is growing and organizing, and developing new and diverse leaders.

In doing that, we are going to have to overcome not only employer resistance, but also the resistance of the old guard hierarchy who believe they "own" the union to pass on to their children.

How can we overcome those powerful obstacles? By mobilizing and in-

volving the members. The same energy that we just started to tap when we beat the millionaires in the 1991 election needs to be tapped to reform and build this union.

The old guard and the old ways cannot build this union. New strategies for organizing, new leadership, new struc-

Strike Benefits Cut

International Moves to Solve Finances

In May the Teamster General Executive Board met to assess union finances and to take steps to deal with the problem. The International is running a large deficit, especially in the strike fund. In March, the membership rejected by a 3-1 margin a dues hike to bolster the strike fund and the International union.

Four steps were taken at that meeting. First, strike benefits were ended effective June 1, since there is no money left in the strike fund.

Second, the GEB voted to direct the General President to cut \$10 million from the IBT budget. Vice President Aaron Belk, an assistant to Ron Carey, told us he believes they will achieve these cuts without cutting into membership services or organizing. Some Board members felt the motion was too vague and wanted more specific cuts decided on and implemented.

Third, the GEB commissioned a study of freezing accruals to the Affiliates Pension Plan, which provides an extra pension to all local Teamster officials and staff and is the largest single item in the IBT budget. TDU has long argued for this step, as have several Board members.

Fourth, the GEB took action under the IBT Constitution to implement an assessment of all local unions of \$1 per month. This action was triggered because the assets of the IBT fell below

tures are needed. Members, activists, and local and IBT officers need a forum and a vehicle for carrying this discussion forward. TDU is that vehicle.

TDU is the organization that will take that process forward. If you want to be part of making history, join TDU.

Strike Benefits

These steps may go a long way to solving budget problems in our union, but leave open the question of strike benefits. In early June, the International floated an idea for consideration by all local unions for a \$2 assessment dedicated totally to a strike fund. In this proposal it would be up to the local union to decide if the \$2 would come from current revenues, new dues or assessments, or a combination. If enough local unions show interest, such a fund could be established for all those locals that decide to participate.

It is possible to move forward without a strike fund; after all, prior to 1991 strikers only received \$45 a week and our union survived then. But many Teamsters believe the \$200 strike benefits are an important building block of a strong union, and want to find a way to create a viable strike fund.

With the old guard officials willing to take any stand, even pro-employer stands, to oppose Ron Carey, that will be a difficult task.

Conference Leaders Try Threats, Deals

The old guard officials did what they do best in their efforts to save their 62 multiple salaries and other perks in the area conferences: threats and deals.

First, they escalated internal warfare in our union, even in alliance with the freight employers. Second, they offered to make a few reforms and call their dogs off, if they could keep their perks.

Their efforts to butter up the elected IBT vice presidents have been so obvious that it's joked about openly. As one vice president told us "I've got more phone calls from conference honchos in the past two weeks than in the past two years in office." Mario Perrucci was praised widely. They even spread the word they would like him to run for General President.

Vice presidents Tom Shay, Ken Mee and Jim Benson were suddenly invited to attend a Policy Committee meeting of the Western Conference. Mike Riley was going to be their friend.

Various VPs were invited to the Central Conference Convention in Minneapolis. They did not attend, but VPs such as Bill Urman and Diana Kilmury were praised from the podium. Keep in mind this is the same Central Conference leadership that has constantly berated and attacked the elected vice presidents.

Then they offered minor reforms in the conference structure. They hinted that they would limit their salaries to \$225,000, plus cost of living. They would allow the elected VPs to sit in on the Policy Committee meetings in the various conferences.

And most of all, they would consider supporting a referendum for a \$2-3

dues hike for the strike fund, if only they could keep their conference toys. Our strike fund is just a bargaining chip to these characters.

On June 7, they saw their deals were not working, and they denounced Carey in the "Real Teamster" for being unwilling to deal.

Old Guard Threats

The nice-guy act is only part of the story. The threats were there, too. Conference leaders said the warfare they've launched inside the union would get even worse. They would try to cripple grievance panels, strikes, etc.

In testimony on behalf of the Eastern Conference, Anthony Rumore laid it out, on the record. Rumore stated that "a vote to kill dinosaurs is suicidal ... makes the suicidal attempt terminal, both for the GEB as a group and for you as individuals ... I see a long-term war beginning with the power brokers."

Rumore went on to suggest that Carey "negotiate with the power brokers" to make a deal.

Rumore knows all about the power brokers inside our union. He is the president of New York Joint Council 16. He inherited union power from his father, Louis Rumore, who resigned from the IBT after being charged with membership in La Cosa Nostra.

Our elected GEB members didn't get fooled by the deals or scared off by the threats. But they did have a lot to think about, because there is widespread legitimate concern over the old guard's ability to disrupt union functions.

Was the Process Open?

Conference officials have charged that the General Executive Board (GEB) did not conduct the hearing process in an open fashion. Words like "dictatorship" and "railroad" have been thrown around, and the old guard spent hours complaining about the procedure at the GEB. Let's look at the facts.

This hearing was the most open process in the history of the International leadership. Conference leaders were allowed five long days of testimony and rebuttal, with some 60 witnesses of their own choosing. They were all brought to Washington on your dues money. The overall process has taken two months, during which time the conferences have filed suit (and lost), again with dues money. GEB members have seriously debated all aspects of the issue.

Let's compare this to when R.V.

Durham, Mike Riley, Jerry Cook and Walter Shea were running the IBT. The biggest decision they made was the RICO settlement of 1989, when they were sued for bringing our union under racketeer control and made a deal for government intervention in our union.

In the RICO matter, did the old GEB hold days of hearings, and invite Ron Carey, Diana Kilmury, Ken Paff, and 60 other opposition leaders to come and speak? Were union funds provided for the opposition to hire big law firms? Was there an open process, debated among the members? Did they call a Special Convention, as they now whine about?

No. They went behind closed doors and made a deal, then lied about it to you. That's how they run the joint councils right now. Now these same dealers and liars want you to believe they favor an open process!

NEWS YOU CAN USE

Preparing to Run for Local Union Office

You've decided to run for local union office, or you're seriously thinking about it and need to know more about what's at stake. This is a two-part series to assist you in running a successful campaign.

Part one focuses on eligibility rules, putting a slate together, fundraising, campaigning and filing pre-election protests. Part two, next issue, will focus on preparing for the nominations meeting, organizing for mail-ballot and walk-in elections, and monitoring the election itself.

U.S. labor law requires private-sector local unions to conduct elections every three years for all executive board positions. In the Teamsters union there are seven positions: president, secretary-treasurer, vice president, recording secretary, and three trustees. Some locals also elect business agents.

Under the IBT Constitution, locals may hold nominations meetings in September, October or November, upon 15 days notice to the entire membership. Your local bylaws may restrict this further. The election may be held no sooner than 30 days after the nominations meeting. In a mail-in election, the ballots may (and likely will) be mailed out much sooner than this, but cannot be picked up and counted prior to 30 days after nominations.

Who's Eligible to Run?

Members of a local who are actively employed in the craft, or temporarily unemployed, and who have paid their dues in a timely manner during the consecutive 24 months prior to the month of nominations, are eligible to run for office. "Timely manner" means dues were paid on or before the last business day of the month. For example, if a member paid May's dues on June 1, that member would be ineligible.

Members on dues checkoff cannot be held responsible for the late payment of dues caused, for example, by a delinquent employer or a clerical oversight.

Some local bylaws provide that eligible candidates also must have at-

tended a minimum of 50% of the membership meetings during the 24 months prior to nominations. The U.S. Supreme Court has ruled that a meeting attendance requirement may not be enforced if it would disqualify a disproportionately high percentage of the local's members from eligibility. Thus this rule can rarely be enforced.

Members have the right to request that the local secretary-treasurer review their eligibility prior to the nominations meeting. Such requests should be made in writing and sent certified mail, return receipt requested. The secretary-treasurer must respond in writing within five days.

There are many specific eligibility questions related to being employed in the craft and other issues. For answers, call the TDU office.

Assembling a Slate

The jobs of putting together a slate, raising money, and conducting a good campaign are formidable ones, but necessary to win. They will require nearly all of your spare time for months.

A good slate should be representative of the local's membership. In politics it's not enough to have qualified candidates. They should be recognized as leaders at their own worksites, and be committed to reaching out to workers elsewhere in the local. And of course they should be committed to the best principles of unionism.

Interview prospective slate members on their views and platform ideas; their goals for changes that are needed in the local; their willingness to take time off, contribute funds, and campaign.

What's the political history in your local? Have multiple slates run in the past? What worksites have traditionally had a major impact on the election? Is there a slate selection process that could be used to get input from supporters?

The best campaigns deal with these issues prior to formally announcing the final slate. It alleviates problems and builds a strong team, united and ready to work together.

In most cases, it's advantageous to run a full slate, if possible; however, other considerations sometimes arise, such as the inability to find suitable candidates for some positions, or the decision not to run against a popular incumbent.

Successful slates hold regular meetings to plan the campaign and evaluate how things are going along the way.

An important early consideration concerns how the election will be conducted, by mail or walk-in balloting. It's the executive board's decision in most locals' bylaws, unless yours has adopted the mail-ballot language of the IBT's Model Bylaws. The IBT General President also can direct that mail balloting be used, and Ron Carey has done so in some cases.

The IBT and TDU favor mail-ballot elections because they increase membership participation and are easier to monitor. So if the executive board supports a walk-in, you may want to pursue this issue.

How About Fundraising?

Building a war chest is an absolute necessity in most local elections. Depending on the size of the local, thousands of dollars are needed to run a successful campaign.

Start early and try various means of raising funds. Donations from slate members and key supporters are a good start. Fish fries, barbecues, car washes, T-shirts, raffles (if legal in your state)—decide what's best, make a plan, and do it.

Throughout the campaign, whether at fundraisers, worksite visits, or rallies, have a sign-up sheet at all events to get names, addresses, phone numbers and companies of members. Always be thinking about broadening your network and building a database or list that can be used for a final get-out-the-vote (GOTV) campaign.

It is illegal under federal labor law to accept anything of value from an employer. Your campaign should designate a treasurer—preferably not a candidate—to keep a record of all donations and who made them.

An "employer" is strictly defined as any non-Teamster who employs another person. Even your brother-in-law who runs a bar and grill and your buddy who runs a copy service are considered employers. "Anything of value" is defined as money or anything else of value, such as free food and drinks from your brother-in-law, free photocopying from your buddy, and so on.

This rule also applies to local union funds, supplies, newsletters and services.

The Worksite List and Campaigning

You have put together a good slate, verified the members' eligibility, and have been holding regular slate and campaign committee meetings. You announced your slate and platform. You are asking supporters for donations and planning a big fundraising

event.

Your campaign is off and running, but you want to keep building momentum through the election. How? By developing a strategy to target worksites, expand your network, and campaign on the issues through leafletting, mailings, meetings, and one-on-one visits with members at worksites.

Ideally you will have active members campaigning for you among their co-workers in the shops.

One key to your strategy is an understanding of where the members' worksites are located, especially in large, general locals. To learn all the worksites, you may want to exercise a right we have won. You can request, in writing, to review at the union hall all the contracts your local has. The employer's address is usually on the first page. The International union under the new leadership has backed this right.

Once you know where the members work, you can better map out your campaign, targeting large and politically active worksites for special attention.

Finally, a few words about mailings, which are often an important part of a campaign. Any candidate (or slate) may request that the local mail campaign literature to the membership at the candidate's expense. A targeted mailing(s) may be requested to certain groups of members (e.g., all freight members, stewards, or all distant members outside certain zip codes). Mailings may be done even long before nominations.

All candidates have the right to view—but not copy—the membership list once within 30 days of the election.

Pre-Election Protests

A word, in closing, about pre-election protests. They are important. They can set up a good post-election protest that will overturn an unfair election. All pre-election protests must be filed within 48 hours of knowledge of the event protested, and addressed to the local union secretary-treasurer.

However, protests do not win elections, hard campaigning does. Designate a capable member of your campaign to handle the writing and filing of pre-election protests.

There's much to do. The best campaigns will be well organized and delegate responsibilities.

This article has looked at some key aspects of running for office, but an entire manual could be written on the subject. To have your specific questions answered, contact the TDU office. TDU has a packet of information available to help you get started (free to TDU members; others please include a donation to cover costs).

NEXT ISSUE: The nominations meeting, mail-ballot and walk-in elections, preparing your observers to monitor the election process, and dealing with post-election protests—and victory!

Want to Know More?

The TDU Rank & File Convention features many educational workshops. Included will be workshops on running for local union office, local union administration and developing membership involvement.

It's also a great opportunity to meet other Teamsters who have run for local union office—and won.

The convention will take place at the Pheasant Run Resort and Convention Center in St. Charles, Ill., (outside of Chicago) on Oct. 28-30. Watch *Convoy Dispatch* for further details, but plan now to attend. You won't regret it!

LETTERS FROM OUR MEMBERS

Old Guard Desperately Tries to Hold On

Isn't it amazing that the old guard will do practically anything to stay in power? Take for instance what is happening here in Local 186.

In last September's election of officers I was the only member from my slate to win; the others lost by an average of only 29 votes. Incumbent Secretary-Treasurer Dennis Shaw challenged the ballots of 47 seasonal agricultural workers. All of these members, most of whom are our strongest supporters, are on dues check-off, and some have been active members for over 16 years. I appealed to the General President on the basis that they are all eligible members and their votes should be counted.

On May 9 Ron Carey sent Shaw a letter notifying him the members were eligible and that he has requested the Department of Labor (DOL) to count the challenged ballots. By manipulating the election process Shaw has managed to stay in office for at least an additional nine months.

Since I took office last October I've had the opportunity to attend the executive board meetings. In that time no votes have been taken on any business. One of my duties is to co-sign checks, and I have yet to sign any. I have had a problem gaining access to the minutes of executive board meetings which I chair.

Members have become concerned about the financial status of the local since General Secretary-Treasurer Tom Sever notified Shaw that the local was

approaching three months in arrears on its per capita tax payments. When I asked to look at the local's records of what Shaw kept calling the "Jamaican account" he wrote me a personal letter, not even on union letterhead, threatening to sue me for libel.

At our last general membership meeting, about 15 of my fellow UPS workers and supporters showed up to voice their concerns over Shaw's conduct. When Shaw noticed this, he immediately took it upon himself to call off the meeting and lock the doors, even though as president it is my duty to preside over membership meetings.

Shaw has since gone on to take his revenge out on UPS members at the Westlake, Calif., facility by putting a three-week hold on all grievances. He also posted an official letter on the UPS bulletin board calling a UPS worker a "disgruntled employee" by name.

Hopefully, when the DOL counts the 47 erroneously challenged ballots the members of Local 186 will be able to once again participate in their union. To the members of Local 186, I pledge that I will not rest until we restore the democratic principles that General President Carey has championed, and to the International, I promise that after this restoration I will continue the relentless pursuit of putting the "Members First."

Scott Dennison
Local 186 president
Ventura, Calif.

Organize ...

I suggest that we put pressure on the IBT to organize nonunion companies. I belong to New York Local 445. Overnite Transportation is next to the union hall. Not once has our local called for a protest or formed a picket line.

If we do not get together we will not have a union after four years, and we all will be out of a job.

Robert Carroll
Local 445, Roadway
Monroe, N.Y.

Organize ...

I feel the only way our union is going to get strong enough to ultimately negotiate the best contracts is to organize. When our union companies have nonunion competitors it is easy for our companies to ask for concessions. And it is just as easy, obviously, for us to give them the concessions.

The organizers we have at our local are very busy. Organizing is a 24-hour, seven-day a week job. For those of you who truly believe in our union, contact your local's organizer and offer to volunteer. Just a couple of hours a week will do a world of difference.

Richard Agee
Local 492, ABF
Albuquerque

Organize!

I think after the contract is signed the IBT should start the biggest organizing campaign in the history of the union and hit these nonunion companies with both barrels. The only way we can survive is to get this country unionized.

John Chieves
Local 200, Foreway
Winolake, Wisc.

No Dinosaurs, Better Pensions

I have been a Teamster and a UPS employee for over 24 years and I agree with President Ron Carey: let's root out those dinosaurs.

We have had an ongoing battle here in Western Pennsylvania with our old guard pension trustees. They

are irresponsible and have a care-less attitude for the rank and file.

It will soon be a year into our new contract and there has been absolutely no improvement in our pension plan. We hired an actuary at our own expense and were assured that there was enough money in the plan for a big improvement. We collected thousands of signatures on a petition and sent letters to all the trustees and to Carey. We got sort of an apologetic letter from Carey assuring us that there was enough money in the fund for at least a 25-and-out like in the Central States.

So I say amen to Carey. Let's get rid of the deadwood. We need someone who cares about the welfare of the hard working, dues paying rank and file. Most of all we in Western Pennsylvania need a decent pension.

Joseph Delso
Local 110, UPS
South Fork, Pa.

TDU Meets

ARIZONA

Flagstaff potluck dinner & campout
Saturday, July 23
3 p.m.
call (602) 841-5975 for information

DAYTON

Saturday, June 25
7 p.m.
Rodeway Inn
7575 Poe Ave.

EAST BAY

Saturday, July 9
10 a.m.
call (510) 653-3865 for information

SEATTLE

Friday, July 8
7 p.m.
El Centro de la Raza
2524 16th Ave. South

SOUTHERN CALIFORNIA

Sunday, Aug. 7
10 a.m.
VFW Hall
101 S. Main St.
Pomona, Calif.

TDU RANK & FILE CONVENTION Oct. 28-30



Pheasant Run
RESORT ♦ CONVENTION CENTER

St. Charles, Illinois

Plan now to attend the most important Teamster event of the year. Watch *Convoy Dispatch* for more details, or contact the TDU office.



TDU Cookbook

The TDU Spouses Network have put together this cookbook with recipes from TDU staff and activists. Order yours today! Just \$7.99 per copy. Send your order, along with complete name and address to:
Frieda Burgan, 9043 N. 36th Dr., Phoenix, AZ 85051

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'The Facts Are Before Us'

Rebuttal by Ron Carey, Teamsters General President, in Hearing on U.S. Area Conferences, June 7, 1994 (excerpts).

At the start of this hearing, we made a presentation showing that the U.S. Area Conference structure is outdated, undemocratic and wasteful.

In their testimony, the conferences said very little to respond to the real issues at hand. So let me remind you of what is at stake here.

Teamster members now spend \$15 million per year on the area conferences. Not counting organizers and clerical staff, the conferences pay a total of 13 people to work full-time on contract negotiations and contract enforcement. ... 13 people, 15 million dollars.

Most of the rest of the money is being spent to maintain an unelected, undemocratic administrative structure which pays extra salaries and pensions to a favored group of union officials.

We told the membership in 1991 that we didn't believe in outrageous multiple salaries and pensions. We said we would do something about it if the members elected us. We now have an opportunity to carry through on that commitment.

Some of the conference witnesses suggest that the abuses we have cited are just aberrations that can be corrected. They are not. They are a direct and inevitable result of the undemocratic nature of the conference structure. When officials are not elected by the membership and not accountable to them, that inevitably leads to corruption and the kind of arrogance we have heard about.

During this hearing, two conference chairs, Brother Cook and Brother Hogan, offered to resign from their conference positions in order to save the conference structure. That misses the point. The problem before this Board is not about personalities. ... It's about structure—and it would not be solved by putting different people in place.

It's not an *accident* that the Central Conference Policy Committee felt they could raise their

own salaries between 1989 and 1993 by over 400 percent. They thought they could do that because the membership would never know—and if the members did find out, there would be nothing they could do about it. ...

And all the other abuses you've heard about—which I won't repeat here—are not accidents either: the "meetings" at luxury resorts that amount to paid vacations for officials; the double reimbursements for the same expenses; the payment of conference funds to a business owned by a conference policy chair; and on and on.

Those kind of abuses went on in the conferences for years before the membership had a chance to vote on International officers in 1991. Those kind of abuses have gone on in the conferences even *after* the membership endorsed reform in the 1991 elections. And they will continue to go on as long as that conference structure is in place.

There has been a lot of talk about "checks and balances." But the fact is that there are effectively no checks and balances on the undemocratic, centralized powers of the Conference Policy Committees and policy chairs. They can be chosen by locals representing 10 to 21 percent of the membership—including locals that exist only because they receive subsidies from the conferences.

The "check" that matters—the check on union officials by the membership—does not exist in the conferences and never has. Until 1991, the conferences were always run by the same unelected officials who held power in the International union. Now we have elected International union leaders who are accountable to the checks and balances of the membership. Yet we still have this outmoded and undemocratic conference structure. ...

We've heard a lot of complaints about procedure in the past several days. That's an old tactic—if you don't have the facts on your side, argue that the procedure isn't fair. ... You've heard endless arguments for postponements. Points of order. Requests to cross-examine witnesses. ...

In the same vein, many area conference witnesses implied that this hearing was a "kangaroo court" or a farce. For the first time in history, this International union has a General Executive Board which was elected by the membership—and elected on a specific platform. The conference officials are suggesting that there would be something wrong with your decision being based on the platform you ran on. Well, that's not a kangaroo court. That's called *democracy*. It's called doing what the members elected you to do. It's not something to be attacked for—it's something to be proud of. ...

We all know that fear of change is human nature, and that scare tactics have always been used to try and stop change.

Will there be resistance, and will that add to the problems in a transition period? I'm sure there will be. There will be resistance from officials who stand to lose extra salaries and pensions. There will be resistance from some employers who prefer the relationships they've developed with certain unelected union officials.

But if we let that stop us, we will never reform this great union. That resistance will be overcome by our actions in the coming years, working with local union leaders and the membership to build a stronger, more democratic union. We will overcome the resistance because what we are doing is right, and when the lies and the scare tactics are swept away, the membership will continue to support democratic reform.

In an effort to save their undemocratic power and their outrageous, unnecessary perks, some Conference officials have even tried to suggest that deals be cut. Anthony Rumore of the Eastern Conference put it most clearly. He said that the elected officers of this union should negotiate with the "power brokers" or else the "power brokers" would destroy this union financially, politically, and through litigation. There's been a whisper campaign to warn me that if I continue to urge the Board to revoke the charters, my

name will be smeared with charges of mob ties and corruption. We've also been told that maybe the "power brokers" would support a dues increase if their own salaries and pensions were left alone.

Brothers and Sister, we weren't elected to submit to blackmail. We weren't elected to submit to threats. We cannot let anyone hold our members hostage to preserve their own power. The power brokers in the Teamster royalty and the mob used to run this union—but, by God, they don't anymore. The day when top union officials cut up the pie among themselves, and the members paid the bill, are over. We're not here to trade a solution to the conference problem for a solution to the financial problem—our job is to try to solve *both* of them in the best interests of the members. We're not here to avoid conflict with those who oppose reform, or to look for an easy way out. We're here to serve the membership. Period. And the membership deserves democratic reform. ...

Members of the Board, you've heard what conference officials had to say. But the working member must have a voice here as well—the member who has been driving a truck or lifting boxes or providing services to the public. You and I—the General Executive Board—were elected to be that voice.

This Board has clear authority to revoke the charters of the area conferences after a hearing under the IBT Constitution (Article IX, Section 2). We were democratically elected to change the direction of this union. We are directly accountable to the membership. We have a responsibility to ensure that this union is run in the best interest of the membership.

The facts are before us. Those facts show that the U.S. Area Conferences are an outmoded, undemocratic and wasteful structure that does not serve the interests of the members. I urge you to approve my recommendation and vote to revoke the charters of the U.S. Area Conferences.